



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

YOU HAVE THE RIGHT to freely bring employee safety issues and complaints to us on behalf of yourself and other employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT watch or video record you in order to find out about your union and/or protected concerted activities.

WE WILL NOT publicly or otherwise announce that we were seeking to end topless dancing at Star Garden because you engaged in union and/or protected concerted activities.

WE WILL NOT fire you or lock you out because you exercise your right to bring employee safety issues and complaints to us on behalf of yourself and other employees or in order to prevent you from engaging in protected concerted activity.

WE WILL NOT misclassify dancers as independent contractors when they are employees within the meaning of the National Labor Relations Act or to discourage employees from exercising their rights under the National Labor Relations Act.

WE WILL NOT discontinue our business operations and lay you off because you exercise your right to bring employee safety issues and complaints to us on behalf of yourself and other employees, because you sought to be represented by the Union, or because you filed charges with the Board, cooperated in Board investigations and/or filed a representation petition with the Board.

WE WILL NOT in any manner interfere with your rights under Section 7 of the Act.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

11500 West Olympic Blvd., Suite 600,
Los Angeles, CA 90064-1753

Telephone Number: (310) 235-7351
Office Hours: 8:30 a.m. – 5:00 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer, Kristen Scott at (310) 307-7342.



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Within 30 to 60 days of the date the Bankruptcy Court approves the dismissal of our bankruptcy petition, **WE WILL** reopen and restore our business operation as a topless entertainment club.

WE WILL recognize and bargain with Actors Equity (Union) as the exclusive bargaining representative of the employees in the following bargaining unit (Unit) if the Union receives the majority of votes cast in the election conducted in Case 31-RC-301557:

Included: All full-time and regular part-time Dancers/Entertainers and DJs employed by the Employer at 6630 Lankershim Blvd., N. Hollywood, CA.

Excluded: All other employees, confidential employees, managerial employees, guards, and supervisors as defined by the Act.

Within 30 days of recognizing of the Union as the exclusive bargaining representative of the Unit, **WE WILL** adhere to a bargaining schedule of meeting every other week thereafter, subject to the parties' flexibilities regarding holidays and vacations, until an agreement or lawful overall impasse is reached.

WE WILL offer employees known by their aliases (b) (6), (b) (7)(C) full reinstatement to their former jobs, or if that job no longer exists, to a substantially equivalent position, without prejudice to their seniority or any other rights and privileges previously enjoyed.

WE WILL create a preferential hiring list for those employees known by the following aliases that we fired, locked out, or laid off and will offer them reinstatement to their former jobs, or substantially equivalent positions, when we have job openings (in alphabetical order): (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C). Employees known by their aliases (b) (6), (b) (7)(C) have waived any right to reinstatement.

WE WILL pay employees known by their aliases (b) (6), (b) (7)(C) for wages and other benefits they lost because we fired them, locked them out, or laid them off.

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WE WILL file with the Regional Director for Region 31, within 21 days of the date the amount of backpay is fixed, either by agreement or Board order, a report allocating the backpay award for each employee to the appropriate calendar quarters.

WE WILL file with the Regional Director for Region 31 copies of corresponding W-2 forms reflecting the backpay awards to the employees known by their aliases (b) (6), (b) (7)(C)

WE WILL remove from our files all references to the discharge or lockout of employees known by their aliases (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) and **WE WILL** notify them in writing that this has been done and that the discharges or lockout will not be used against them in any way.

WE WILL remove from our files all references to the layoff of employees known by their aliases (b) (6), (b) (7)(C) and **WE WILL** notify them in writing that this has been done and that the layoffs will not be used against them in any way.

WE WILL, within 14 days of approval of this settlement, reclassify dancers as employees in our files rather than as lessees or independent contractors, and **WE WILL** within 14 days of approval of this settlement, notify dancers, in writing, that this action has been taken.

WE WILL require that all of our managers and supervisors attend a training on employee rights under the National Labor Relations Act to be conducted by an Agent of the National Labor Relations Board.

21ST CENTURY VALET PARKING LLC D/B/A STAR GARDEN (Employer)

Dated: _____

By: _____
(Representative)

(Title)

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